

# IG Bulletin



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## Inspector General Observations

By LTC Gregory S. Vinciguerra, Command Inspector General

In February, the Office of the Inspector General from Department of the Army conducted an inspection on FCoE's Organizational Readiness Program (ORP). The ORP is defined as any Army program designed to evaluate the performance of an employee or Soldier while on the job against a set of behavioral and lifestyle standards that are designed to insure reliable and trustworthy execution of their duties. An ORP deals with various areas of security ranging from physical security (arms, ammunition, as well information that is sensitive or unclassified) to Army Substance Abuse Program to military working dogs. In essence, the security measures the screening processes we use to protect ourselves, our equipment and the public from the inherently dangerous activities that the Army engages in order to protect the integrity of our organization.

The final results of the Army-wide ORP inspection won't be available until the last quarter of this fiscal year; however the following are areas that Fort Sill was identified as needing improvement.

**Proper Screening of personnel:** According to AR 600-85, it is recommended that Unit Prevention Leaders (UPLs) not only receive personnel and criminal records checks, but also be medically screened and have a new local Drug & Alcohol Information System (DAMIS) background check. Similarly, those with access to controlled substances or keys to those storage areas are required to be carefully selected and be fully screened, according to AR 190-51. In addition, those personnel that deal with Arms, Ammunition and Explosives (AA&E) are required to be screened using DA Form 7281 and be re-screened every three

years according to AR 190-11. It is recommended that personnel that handle ammunition are screened closely for completeness and consolidated in a centralized location.

**Physical Security:** Every unit with an arms room must have both a primary and alternate key custodian as well as unit armors for a total of four personnel. At no time will the unit key custodian also be assigned as an armorer.

Each unit received an out-brief by the DAIG inspection team on those specific areas that are in need of improvement and commands will all receive a synopsis of the FCoE out-brief. FCoE IG will be assisting units through scheduled visits in preparation of DAIG ORP follow-on inspection to take place in the 1<sup>st</sup> quarter of fiscal year 2016.

Security, like a chain, is only as effective as its weakest link. It



takes every aspect of ORP functioning properly for the system to effectively protect our fellow Soldiers, family members, and civilians. If organizations need assistance in correcting a deficiency or clarification on particular requirements, please contact our office.

## Qualitative Management Program

By SFC Marilyn M. Donlow, Assistant Inspector General

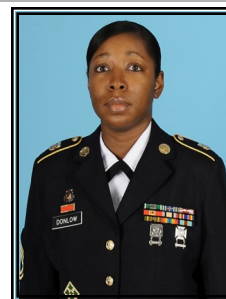
One might think if the Army is doing so well, then why the need to reduce the force. Well there are several reasons why the Army would do just that. With a myriad of operational deployments over the last ten years; the number of Soldiers needed increased tremendously to support the fighting force. What better way to ensure uninterrupted support to coalition forces. However, once the objectives were met and campaigns come to an end; the Army's strength requirement changed as well.

In accordance with (IAW) Army Regulation (AR) 635-200, Active Duty Enlisted Administrative Separations, Chapter 19, section 19-3; the Army's Qualitative Management Program (QMP), identifies non-commissioned officers between the ranks of staff sergeant through command ser-

geant major for possible denial of continued service. The QMP is designed to enhance the quality of the career enlisted force, selectively retain the best qualified Soldier, deny continued service to nonproductive Soldiers, and encourage Soldiers to maintain their eligibility for further service.

Army Directive 2014-06, Qualitative Management Program, dated April 10, 2014, revised the Army policy for QMP. The revisions to AR 635-200, as they pertain to QMP under applicability state Soldiers are exempt for the following reasons: Soldier with an approved retirement, previously retained by a QMP board (provided no new basis for consideration), CSM/SGM within 2 years of their retention control point, and Soldiers in a promotable status; when the basis for QMP consideration was filed.

The recent revision to AR 635-200 includes the following documentation for QMP consideration based on performance or conduct in the Soldiers current grade; memorandum of reprimand from a general officer, conviction by court-martial or punishment under Article 15, Uniform Code of Military Justice, Noncommissioned Officer Evaluation Report based on a "Relief for Cause" or an annotation of "No" in part IV of (block a) on DA Form 2166-8,



See QMP Page 2

## Motorcycle Safety

By SFC Matthew L. Devine, Assistant Inspector General

As the season begins to change and we put the cold weather behind us, more and more motorcycles will hit the road. In preparation for riding season, leaders should engage their Soldiers in dialog in order to reduce accidents. The loss of a Soldier, whether injured or loss of life, is detrimental to a unit. More than half of all Army motorcycle fatalities are the result of single-vehicle mishaps involving indiscipline (primarily excessive speed, reckless riding, improper personal protective equipment and alcohol). For fiscal year 2015 the Lawton-Fort Sill community has experienced two Privately Owned Motorcycle accidents. The Soldier involved in the first accident was not wearing all of the required Personal Protective Equipment (PPE); he was not wearing gloves or reflective vest. According to AR 385-10, chpt 11-9, para d(4) Protective Clothing. "Protective clothing in-

cludes long-sleeved shirt or jacket, long trousers, and full fingered gloves or mittens made from leather or other abrasion-resistant material." CG Policy Memo 12-06, 6d(7) Upper Outer Garment, states that **"Service members assigned to Fort Sill, will wear a fluorescent and reflective vest or jacket at all times when operating a motorcycle or riding as a passenger on a motorcycle, on or off post, regardless of local civilian requirements."**

The Soldier in the second accident was traveling in excess of the posted speed limit as he was approaching a curve in the road, in which he was unable to negotiate. The end result, the Soldier has endured multiple injuries as well as a wrecked motorcycle. These two accidents were minor as there was no loss of life, but what comes into question is why these Soldiers failed to follow regulatory guidance.

When operating a motorcycle there are

requirements that must be followed. AR 385-10 chapter 11-9 lays out these requirements from Licensing, Progressive Motorcycle Program, Motorcycle Vehicle Equipment, Helmets, Eye Protection, Foot Protection and Protective Clothing. Every Soldier took the Oath of Enlistment which states that "I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice". Whether we agree or disagree with regulations or policies we must follow them. Leaders have an obligation to counsel, educate and enforce regulations or policies to increase the awareness of our Soldiers.



## QMP cont.

..and Service School Academic Evaluation Report (DA Form 1059) indicating course failure. If a Soldier is identified as a candidate, he or she will be notified through their chain of command, starting at the lieutenant colonel level or higher upon receiving notification they are being denied continued service under the QMP, the Soldier will be counseled on their options in accordance with Milper Message Number 14-314, titled Procedure for the FY15 Qualitative Management Program, issued 23 October 2014. Some of

those options include appealing the QMP decision with the goal of being retained on active duty, requesting to be separated from the Army or immediate retirement for Soldiers who have more than 20 years active federal service. To review the complete list of options, please refer to the aforementioned Milper Message.

Soldier's denied continued service under the QMP need to know what the procedures are and understand what options are available. Milper Message Number 14-314, titled Procedure for the FY15 Qualita-

tive Management Program (issued 23 October 2014), and Army Directive 2014-06, host a wealth of information and guidance on this subject matter. I encourage all leaders to review the aforementioned in its entirety. As always, the Inspector General is here to provide assistance, one of our four basic functions to include; investigations, inspections and lastly providing teach and training.

## Upcoming Inspections

The Fort Sill Inspector General typically conducts at least one special inspection (directed by the CG) every quarter; and sometimes more when a special situation dictates the necessity. Other Inspectors General (e.g. DAIG, FORSCOM IG, TRADOC IG, SRMC IG) also conduct annual and quarterly inspections. Inspections do not always affect all units and coordination directly with the affected units will occur as soon as details are known. The following are the inspections that are currently on the calendar that will potentially affect Fort Sill units and directorates.

DATE	Inspecting Agency	Units Affected	Inspection Topic
30 MAR 15 - 10 APR 15	FCoE IG	30th ADA, 428th FA, 434th FA, FCoE-HQs Det (SJA & 77th Army Band)	Counseling
13 APR 15 - 24 APR 15	FCoE IG	30th ADA, 31st ADA, 75th FiB, 214th FiB, 428th FA, 434th FA, DENTAC, MEDDAC, USAG-FS, FCoE-HQs Det, FCoE-Safety	Motorcycle Mentorship Program
27 APR 15 - 01 MAY 15	HQDA IG	MEDDAC, USAG-FS, ASAP Directorate	ASAP / Risk Reduction
1 JUN 15 - 12 JUN 15	FCoE IG / SRMC-IG	MEDDAC & WTU	Warrior Transition Housing
29 JUN 15 - 2 JUL 15	FORSCOM IG	31st ADA, 75th FiB, DPTMS	Gunnery